

**EEO Public File Report**  
**Cox Media Group**  
**Tampa Radio**  
**EEO Public File Report Part 1**  
**Reporting Cycle: 10/01/2020 – 09/30/2021**  
**Full-Time Positions Filled**

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
<b>000954 (Account Manager/Sales Support)</b>	<b>9/28/2020</b>	<b>10/18/2020</b>	Indeed	4	1
<b>000875 (Integrated Sales Manager)</b>	<b>9/2/2020</b>	<b>3/1/2021</b>	Cox Media Group	7	1
<b>000937 (Media Sales Consultant)</b>	<b>9/25/2020</b>	<b>11/30/2020</b>	Cox Media Group	5	1
<b>000955 (Digital Campaign Specialist)</b>	<b>9/28/2020</b>	<b>11/8/2020</b>	Cox Media Group	4	1

<b>EEO Public File Report</b>				
<b>Cox Media Group</b>				
<b>Tampa Radio</b>				
<b>EEO Public File Report Part 2</b>				
<b>Reporting Cycle: 10/01/2020 – 09/30/2021</b>				
<b>Recruitment Sources Used for All Openings</b>				
<b>No.</b>	<b>Recruitment Source</b>	<b>Contact</b>	<b>Entitled to Notification</b>	<b># Interviews</b>
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	
2	Indeed	Internet Posting	N	3
	Internet - www.indeed.com			
3	LinkedIn	Internet Posting	N	
	Internet - www.linkedin.com			
4	Broadbean job distribution	CMG Recruiter	N	
5	Circa	State Job Boards/Diversity job boards Internet Posting	N	
6	ZipRecruiter	Internet Posting	N	
	Internet - www.ziprecruiter.com			
7	CMG.com careers	CMG career site (internal/external)	N	17

Longer - Term Recruiting Initiatives					
EEO Public File Report					
Cox Media Group					
EEO Public File Report Part 3					
Tampa Radio					
Reporting Cycle: 10/01/2020 – 09/30/2021					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	November 23, 2020 and April 22, 2021	Virtual Guest Speaking Event & Presentation Review for USF Marketing Class	Virtually attended and presented to a USF Marketing class. The students were given one of our stations as their marketing project and required to present to the CMG team once complete.	Students were tasked with using one of the CMG stations as their marketing project. They were then required present their marketing plans/project to the station Program Director and VP/Market Manager of Cox Media Group Tampa. This was done at two separate occasions.	Jenna Kesneck and Keith Lawless
2	December 15, 2021 & December 22, 2021	FCC Sponsorship ID/Payola & Plugola Training	Content Team training to ensure understanding and adherence of required Sponsorship ID and Payola/Plugola guidelines	Learning included a recorded Link to access the training, PowerPoint Training deck and Key Takeaway documents.	All Cox Media Group Tampa Content Employees
3	February 26, 2021 - April 23, 2021	BCU Virtual Professional Workshop Series	Virtual Professional Workshop/Webinar series for the Mass Communications Class at Bethune-Cookman University	Virtual Guest Professors from CMG Florida Markets presented to the Mass Communications class at Bethune-Cookman University on topics regarding Content, Social Media, and Sales.	Megan Chase, Jocelyn Thelen, Miguel Fuller, and Jenna Miller from CMG Tampa plus various team members from Jacksonville, Miami, and Orlando CMG Markets.
4	March 2, 2021 - April 1, 2021	Building an Inclusive Workplace Training	Mandatory Diversity, Equity & Inclusion T	Addressed DE+I issues we face today, as well as educate us on how embracing perspectives, respecting cultural backgrounds and celebrating the unique experiences of all employees makes good business sense.	All CMG Tampa People Leaders were required to complete this training.

**Longer - Term Recruiting Initiatives****EEO Public File Report****Cox Media Group****EEO Public File Report Part 3****Tampa Radio****Reporting Cycle: 10/01/2020 – 09/30/2021**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
5	5/1/2021 & Ongoing	CSS/Talent Focused Management Training	Monthly coaching calls to support Sales Managers	Coaching covers leadership/management, guidance on hiring, coaching, and development of sales tactics.	Jenna Miller & Sara Ellis
6	August 8, 2021 & Ongoing	Continuous Learning Opportunities from Top Universities	Various Professional Free Courses from Top Universities offered to the Department Head Team	Continuous Learning shared to our Department Head team. The link shared included 450+ free college courses from top Universities.	CMG Tampa Department Head Team
7	August 10, 2021 and August 16, 2021	Political Training	Mandatory live webinar training regarding maintaining the Political File and Political Advertising rules.	Training involved a live webinar which included the following topics: 'Keeping your Political File in Order: Our License Depends on It' and Political Advertising Rules: Scenario Planning for All-Around Compliance. Two dates available.	All CMG Tampa employees that are involved with maintaining the FCC Public File and dealing with the sale of Political inventory.
8	Ongoing	Thrive	Thousands of available courses covering virtually every aspect of business operations or personal development.	Varies from 15 minute coursework to several hours. Development plans available for Managers and their staffs.	All Cox Media Group Tampa employees

**Longer - Term Recruiting Initiatives****EEO Public File Report****Cox Media Group****EEO Public File Report Part 3****Tampa Radio****Reporting Cycle: 10/01/2020 – 09/30/2021**

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
9	Ongoing	CMG Digital Virtual School	Several curriculum training programs offered to the Sales Team to help develop skills to succeed.	Independent developmental training offered to all new Sales employees. Monthly group Digital/Sales Training webinars and discussions offered to the sales team to enhance their skillset. Course training for career accreditation encouraged upon sales team by their leaders.	All Cox Media Group Tampa Sales Employees